

**POST-EMPLOYMENT SERVICES**

**I. LEGAL AUTHORITY:**

Rehabilitation Act of 1973, as amended; (Public Law 93-112) Sections 101(a)(8) and 103(a)(2); 34 CFR 361.5(b)(37), 361.46(c), 361.48(a)(16).

**II. POLICY STATEMENT AND PURPOSE:**

The Office of Rehabilitation Services will provide post-employment services to enable a rehabilitant, if necessary, to maintain, regain or advance in employment.

- A. Post-employment services should not entail a complex or comprehensive rehabilitation effort unrelated to the employment plan at closure. If comprehensive services are indicated, a new evaluation and determination of eligibility should be made.
- B. Post-employment services do not include transportation (except in support of another service which the individual requires in order to maintain, regain or advance in employment) or medical services for acute conditions.

C. **Criteria for Terminating Post-Employment Services**

Decisions to terminate post-employment services should be made on an individual basis in consultation with the individual and recorded in the amended Individualized Plan for Employment (IPE).

**III. PROCEDURES:**

- A. The need for post-employment services should be identified as soon as possible in order to ensure that previous data and rehabilitation efforts have not lost relevancy and significance. Such services may occur immediately after employment has been secured or may be provided years later, after the original case record has been closed. In the later instance, the prior case record should be sought.
- B. A new economic need determination must be completed.
- C. The case record must explain why post-employment services are necessary to assist the individual to maintain, regain or advance in employment. Records should be added to the previous case file, and separate fiscal accountability should be maintained. The case must be placed in post-employment status (Status 32).
- D. An amendment to the IPE must be developed and maintained under the same principles as was required originally.

- E. Criteria and procedures for case closure under post-employment parallel those for the original case closure.
  - 1. Decisions to terminate post-employment services are made on an individual basis in consultation with the individual and in accord with the IPE. The following factors should be taken into account:
    - a. Satisfactory remediation of the precipitating problem requiring post-employment services;
    - b. Employment appears secure as determined by continuing suitable work performance, job satisfaction, permanence in the particular employment setting with respect to employee benefits, and opportunities for job development and advancement; or
    - c. The client's condition or situation becomes such that post-employment services cannot maintain him/her in employment.
  - 2. Whenever the case record is to be closed in Status 33, the standard closure notices, appeals, and Client Assistance program information must be provided.
  - 3. If the individual maintains, regains, or advances in employment, the standard ninety (90) day follow-up prior to closure is required.
  - 4. If, during delivery of post-employment services, the individual is found to require comprehensive services in order to maintain, regain or advance in employment, the post-employment case record may be closed in favor of a full case re-opening.